



# National Child Care Information Center

*A service of the Child Care Bureau*

NCCIC

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## CHILD CARE DURING NONTRADITIONAL HOURS

The following contains a variety of resources on child care during nontraditional hours. This document includes descriptions of national organizations involved in projects to address the need for this type of child care, and summaries of research about both the need for and use of care during nontraditional hours at the national, State, and local levels. Also included is a summary of State child care licensing regulations that address child care offered during evening and overnight hours.

### STATE REGULATIONS

■ An NCCIC review of State child care center licensing regulations (February 2005) has found 41 States with requirements that specifically address child care offered during evening and overnight hours. These requirements cover program and activities for children, materials and equipment, and specific facility requirements.

- |               |               |                  |                  |
|---------------|---------------|------------------|------------------|
| • Alabama     | • Illinois    | • Missouri       | • Oklahoma       |
| • Alaska      | • Indiana     | • Montana        | • Oregon         |
| • Arizona     | • Iowa        | • Nebraska       | • Pennsylvania   |
| • Arkansas    | • Kansas      | • New Hampshire  | • South Carolina |
| • Colorado    | • Kentucky    | • New Jersey     | • Tennessee      |
| • Connecticut | • Louisiana   | • New Mexico     | • Texas          |
| • Delaware    | • Maryland    | • New York       | • Virginia       |
| • Florida     | • Michigan    | • North Carolina | • Washington     |
| • Georgia     | • Minnesota   | • North Dakota   | • West Virginia  |
| • Hawaii      | • Mississippi | • Ohio           | • Wisconsin      |
|               |               |                  | • Wyoming        |

■ The National Resource Center for Health and Safety in Child Care has the full text of all State child care licensing regulations on their Web site at <http://nrc.uchsc.edu/STATES/states.htm>.

■ A directory of all State child care licensing agencies is available in the Contact Directories section on the NCCIC Web site at <http://nccic.org/statedata/dirs/regoffic.html>.

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## NATIONAL ORGANIZATIONS

### ■ Child Care Partnership Project

World Wide Web: <http://nccic.org/ccpartnerships>

The Child Care Partnership Project, a collaboration of The Finance Project, Families and Work Institute, and the National Governors Association, was a three-year project supported by a contract from the Child Care Bureau, Administration for Children and Families, U.S. Department of Health and Human Services. Its Web site continues to provide practical information on creating and maintaining public-private partnerships to increase and improve child care in States and communities throughout the country. Its publications drew from the experiences of successful partnerships at the national, State, and local levels to provide tools and materials for existing and future initiatives. The following resource addresses care during nontraditional hours:

- *Fact Sheets on Innovative Approaches: Partnerships for Child Care at Nontraditional Hours* includes information on initiatives that represent a sampling of public-private partnerships that address child care during nontraditional hours. This resource is available on the Web at <http://nccic.org/ccpartnerships/facts/fs4.htm>.

For additional information on The Child Care Partnership Project, contact The Finance Project at 202-628-4200.

### ■ Families and Work Institute (FWI)

267 Fifth Avenue, Floor 2  
New York, NY 10016  
212-465-2044

World Wide Web: <http://familiesandwork.org>

FWI is a nonprofit research and planning organization committed to developing new approaches for balancing the changing needs of America's families with the continuing need for workplace productivity. The Institute conducts policy research on a broad range of issues related to the changing demographics of the workforce, and operates a national clearinghouse on work and family life. It serves decision-makers from all sectors of society—business, education, community, and government.

### ■ Labor Project for Working Families

2521 Channing Way  
Berkeley, CA 94720  
510-643-6814

World Wide Web: <http://www.laborproject.org/>

The Labor Project for Working Families is a collaborative effort of a number of labor councils and labor unions to provide resources to unions to develop workplace policies for families, including child care, elder care, domestic partner benefits, family leave, flexible work schedules, and labor/management committees. The Project's resources include a Labor/Work and Family Database with sample contract language, legislation, research, and model programs; technical

assistance; workshops and training; and a newsletter. The following information is available from the Labor Project for Working Families:

- “Child Care Subsidy for Overtime” (Winter 2002) in *Labor News for Working Families* has the following information about negotiated benefits for nontraditional hours care:

Office and Professional Employees International Union Local 378 negotiated for a subsidy to reimburse employees for child care expenses incurred when employees are required to work overtime or be away overnight. When employees have to pay additional child care expenses, they are entitled to reimbursement up to \$25 per day with a receipt for a maximum of 15 days a year. (OPEIU Local 378 and British Columbia Hydro and Power Authority). (page 1)

This resource is available on the Web at

<http://www.laborproject.org/newsletter/winter02.html#subsidies>.

- *Bargaining Fact Sheet: Child Care and Early Childhood Education* (Spring 2001), by the AFL-CIO Working Women’s Department, cites examples of recently won child care provisions in union contracts including nontraditional hours care. It states:

#### Holiday Child Care

CWA/IBEW and Verizon Inc.: CWA and IBEW negotiated with Verizon to increase the Dependent Care Fund to \$1.65 million a year for three years. One of the most successful and unique programs funded has been “Kids in the Workplace.” This program is targeted to parents of school-age children ages 5-12 who need care for their children on school holidays when schools are closed but parents need to be at work. The program runs approximately 15 days per year at 30 sites. (page 2)

#### Extended-hour Child Care

UAW and the Tonawanda Business Community Child Care Consortium: The UAW worked with businesses in Tonawanda, NY, to create a child care consortium. The consortium developed day care programs that are available in the daytime, before and after school and during holidays and vacations. The consortium also has an emergency backup telephone network to provide care for families whose regular provider becomes unavailable. (pp. 2–3)

This resource is available on the Web at

<http://www.laborproject.org/bargaining/factsheet/childcare.pdf>.

■ **Child Care Aware**

800-424-2246

World Wide Web: <http://www.childcareaware.org>

Child Care Aware is a national initiative designed to improve the quality of care and increase the availability of quality child care in local communities. Child Care Aware can connect parents with the child care resource and referral agency in their locality. These agencies are important community resources that can provide information and guidelines for parents on choosing child care which reflect local regulations and requirements. They can also help find child care to meet parents' particular needs regarding type and location of care.

Child Care Aware's newsletter, *The Daily Parent*, offers the latest information on child development issues, tips for finding quality child care, and numerous resources for busy parents, as well as child care professionals. One issue of *The Daily Parent* focuses on finding child care for nontraditional work hours. The newsletter discusses choices of child care arrangements available to parents, employers' roles in this issue, and examples of community solutions and innovative approaches to creating a supply of child care during nontraditional hours. This resource is available on the Web at <http://www.childcareaware.org/en/dailyparent/vol9/>.

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## **ADDITIONAL PUBLICATIONS**

The following publications, listed in chronological order, contain information and research on child care during nontraditional hours.

■ *Using CCDF to Finance Improved Access to Child Care During Nontraditional Hours* (2004), by Amanda Elk Szekey, The Finance Project, outlines strategies for using Federal child care funds to expand the supply of high-quality care during nontraditional hours. Both Child Care and Development Fund (CCDF) subsidy dollars and quality set-aside funds may be used to support nontraditional hour child care. States can use an unlimited amount of Temporary Assistance for Needy Families (TANF) funds to directly support child care assistance for low-income families, including the provision of financial incentives to recruit nontraditional hour providers. States and localities can make use of Federal child care funds in the following ways to expand access to child care outside of standard work hours: 1) States can use CCDF subsidy dollars to create financial incentives for providers to serve families during nontraditional hours; 2) CCDF quality funds can be used to facilitate the recruitment of additional off-hour providers or to provide technical assistance and training to existing providers of nontraditional hour child care; and 3) States or localities can leverage additional support for nontraditional hour child care programs by forming strategic partnerships with local employers or other private entities. This resource is available on the Web at

<http://www.financeprojectinfo.org/publications/usingccdfstofinanceSB.pdf>.

■ *Toward Understanding the Feasibility, Desirability, and Cost of Providing Nontraditional Hours Child Care* (July 2002), by Thomas T. Kochanek, prepared for the Massachusetts Office of Child Care Services, presents preliminary findings from eight sites selected to field test alternative nontraditional hours child care models. Recommendations

include: (1) more comprehensive and sustained investment should be developed and implemented; (2) an enhanced array of services should be developed to support dual language learners within the child care system; (3) the relationship between the Temporary Assistance to Needy Families (TANF) program and nontraditional hours child care should be clarified; (4) data must be gathered that provide guidance on the issue of maximum hours that children can be in care weekly, and the maximum number of hours providers can work weekly; (5) fiscal data must be gathered to provide guidance on the financial incentives necessary to support high-quality, non-standard hours child care; (6) support services that would facilitate family independence and well-being must be identified; and (7) the outcomes of nontraditional hours child care on a child's development must be more clearly understood. This resource is available on the Web at <http://www.qualitychildcare.org/pdf/NonTraditionalHours.pdf>.

■ *Ancillary Services to Support Welfare to Work: Specialized Child Care* (January 2001), by Mathematica Policy Research, Inc., for the U.S. Department of Human Services, is a compilation of information about ancillary services needed to support welfare to work efforts. It provides the following estimates of need for child care during nonstandard hours:

**Table 1: National and State Estimates: Need for Child Care** (page 1)

| Approximate percentage of those who work                  | Percentage |
|---|------------|
| Evenings  | 10         |
| Weekends  | 33         |
| Rotating or changing schedule                             | 50         |
| Requests to referral agencies for evening or weekend care | 30         |
| Welfare clients who worked non-standard hours             | 44         |

**Table 2: National and State Estimates: Supply of Child Care** (page 2)

| Known child care providers that offer care during<br>Nontraditional hours in poor areas: | Percentage |
|--|------------|
| Baltimore, Maryland  | 12         |
| Benton County, Oregon  | 19         |
| Chicago, Illinois  | 20         |
| Linn County, Oregon  | 41         |

This resource is available on the Web at <http://aspe.hhs.gov/hsp/isp/ancillary/CHCARE.htm>.

■ *The California Child Care Portfolio 2001* (2001), by the California Child Care Resource & Referral Network, states:

Few licensed centers and homes offer evening care.  
The number of licensed centers and family child care homes that offer care during non-traditional hours (weekends, evenings) decreased slightly from 1998 to 2000. (Section 1, page 3)

|  |    |
|--|----|
| Child Care Requests to Child Care Resource and Referral Agencies |    |
| Requests for care during non-traditional hours                   |    |
| Evening, overnight, or weekend care                              | 9% |

|   |     |
|---|-----|
| Licensed Child Care Supply                  |     |
| Care available during non-traditional hours |     |
| In licensed and license-exempt centers      | 3%  |
| In family child care homes                  | 31% |

(Section 4, page 2)

This information is available on the Web at  
[http://www.rnnetwork.org/rnnet/resources\\_and\\_links/1046998625.php](http://www.rnnetwork.org/rnnet/resources_and_links/1046998625.php).

■ *Non-Standard Work Hour Child Care Project* (February 2000), by the Washington State Child Care Resource and Referral Network, for the Region X, Women’s Bureau, U.S. Department of Labor, and the Governor’s Head Start State Collaboration Project of Washington State, states:

Americans are working more and more non-standard hours. Reasons include growth in the service economy, increasing employment of women which leads to increased demand for off-hour services, and an aging population that needs round-the-clock medical services. One in five full-time workers was working non-standard hours in 1991. As a result of these trends, as well as welfare to work programs, there is a heightened interest in child care during nontraditional hours. (page 4)

The picture of supply of child care during non-standard work hours is clouded for many reasons. There is a lack of information about the supply of care by family members, friends, and neighbors. In addition, we know very little about why and when families choose this type of kith and kin care rather than licensed care programs. Data on the number of child care slots available to serve different non-standard hours needs is misleading; it fails to take into consideration the vacancy rate at any point in time. (page 4)

Attempts to measure demand against supply also fall short. Although the number of calls to child care resource and referral agencies seeking care during non-standard hours can show a portion of demand and trends, this information does not capture the needs of those not calling these agencies. Surveys have proven inadequate, as they fail to capture the complexity of factors families must consider when choosing care. (page 4)

The biggest challenge[s] for families seeking licensed child care programs during nonstandard hours care are lack of supply, transportation, and quality of care. (pp. 4–5)

Employers who need workers during non-standard hours often realize that child care is a significant factor in their ability to hire and retain employees. They are responding in a number of ways, from developing on-site child care centers to working with existing centers and family homes to meet their needs and those of workers they employ. (page 5)

For additional information, contact the Washington State Child Care Resource and Referral Network at 253-383-1735 or on the Web at [http://www.childcarenet.org/Non\\_Standard.htm](http://www.childcarenet.org/Non_Standard.htm).

■ The Virginia Fairfax County Employer Child Care Council's *Report Presented to the Fairfax County Board of Supervisors: February 7, 2000* states:

As the overall demand for child care has grown, it has become especially difficult for our employees who need specialized types of child care services to find care that meets their specific needs. Some of the types of care that are especially difficult to find include child care for ... employees working non-standard hours and schedules. (page 10)

The Employer Child Care Council is concerned about these trends, particularly since the general supply of child care services is diminishing. When this happens, parents who need these specialized types of services have even more limited choices. Such situations have a strong impact on the business community: absenteeism and turnover increase while productivity and morale decrease. As our companies continue to grow, we need to be assured that the demands of our employees for all forms of child care can be met. (page 10)

Directors of child care centers report significant reductions in the numbers of qualified applicants for vacant staff positions they advertise. Since their staff vacancies are increasing, they are reluctant to expand their child care programs, and, at times, are concerned about their ability to operate the current programs within their ratio requirements. This makes it difficult for centers to consider offering expanded hours that respond to the flexible work schedules our companies are implementing for employees. (page 12)

This resource is available on the Web at <http://www.co.fairfax.va.us/service/pdf/ECCCRReport.pdf>. For additional information, contact the Fairfax County Employer Child Care Council at 703-324-8075 or on the Web at <http://www.co.fairfax.va.us/service/ofc/eccc.htm>.

■ *Meeting the Needs of Working Parents: A Guide for Family Child Care Providers Offering Early Morning, Evening, Overnight and Weekend Child Care* (2000), a publication of the California Child Care Resource and Referral Network, Child Care Initiative Project, addresses some of the challenges and issues unique to the provision of nontraditional hours child care and provides some constructive solutions to the problems presented by this situation. For more information, contact the California Child Care Resource and Referral Network at 415-882-0234 or on the Web at <http://www.rrnetwork.org/rrnet/index.htm>.



■ *Education and Care: Early Childhood Programs and Services for Low-Income Families*, (November 1999), by the U.S. General Accounting Office [now the U.S. General Accountability Office (GAO)], describes State and local assessments of the relative difficulty low-income parents face in obtaining care for their children. The report states:

The need for infant care and care during nonstandard hours may be particularly important for TANF recipients. According to a recent study, more than a quarter of former welfare recipients and a similar proportion of low-income mothers work night hours. (page 11)

The implementation of TANF has put more low-income children in care outside the home and put them in care earlier in their lives. While efforts to provide programs of care for preschool children appear to generally meet the demand for such care, care for infants and toddlers, care during nonstandard hours, and care for children who have special needs are still not available, affordable, or accessible. As a result, these are the types of care most in need of support. Some states and localities have been using collaborative initiatives to increase the number of full-day providers and to enhance the quality of program services, and these have positively addressed families' and children's needs. The methods they have used may be helpful to other states and localities as they attempt to address their own needs. (page 17)

The GAO report HEHS-00-11 is available on the Web at <http://www.gao.gov>.

■ *Families Who Left Welfare: Who Are They and How Are They Doing?* (1999), by The Urban Institute, states:

A potential concern for former recipients and all working mothers is how the work schedule interacts with child care. For those who work night hours (measured here by usually working outside of the hours 6 a.m. to 6 p.m.), finding child care can be difficult and, if nonrelative care is needed, expensive. More than a quarter of working former recipients are working mostly night hours. A similar percentage of low-income mothers work night hours. In two-parent families, some mothers may work night hours while a spouse or partner works day hours as a way of coordinating work and child care needs. When asked whether spouses or partners worked different hours so they could take turns caring for their children, 62 percent of former recipients and 52 percent of low-income mothers answered affirmatively. (page 11)

This resource is available on the Web at <http://www.urban.org/UploadedPDF/discussion99-02.pdf>. For additional information, contact The Urban Institute at 202-833-7200 or on the Web at <http://www.urban.org/>.



■ *Child Care at Three: Survey of State Program Changes* (September 1999), by the American Public Human Services Association (APHSA), states:

Nontraditional care or off-hours care is needed to support parents who work nights, weekends, or multiple shifts. Increasing numbers of adults who leave welfare for work may, in turn, increase the demand for nontraditional hour child care. A recent Urban Institute study found that approximately 25 percent of those adults who left AFDC/TANF were working mostly night hours. This work arrangement, however, was very similar to other low-income families that had not been on assistance. A changing economy, along with welfare-to-work efforts underway in the States, may increase the future demand for this type of child care. (pp. 7–8)

For additional information, contact APHSA at 202-682-0100 or on the Web at <http://www.aphsa.org/Publications/BooksMonographs.asp>.

■ *Sustaining Employment Among Low-Income Parents: The Problems of Inflexible Jobs, Child Care, and Family Support, A Research Review* (December 31, 1998), by Mathematica Policy Research, Inc. states:

In 1997, approximately 15.2 million full-time wage and salary workers, or almost one out of five full-time workers ages 16 and older worked nonstandard hours (U.S. Bureau of Labor Statistics, 1998) ... The proportion of working mothers employed in jobs with nonstandard schedules is also high. Data from the fall 1991 Survey of Income and Program Participation (SIPP) indicate that approximately 37.3 percent of working mothers with children under 15, or 7.2 million mothers, work nonstandard shifts. (page 15)

Some mothers prefer to work nonstandard schedules. About one-quarter of mothers with high school education or less say they prefer to work nonstandard hours because they can obtain better child care arrangements that way, presumably because a spouse, grandmother, or other family member is available to care for the children during nonstandard hours ... A preference of nonstandard hours because better child care is available is somewhat more common for married women and mothers of children younger than 5 with a high school education or less (Presses and Cox, 1997). (page 17)

The report cites three studies that looked at the supply of child care during nonstandard hours. It found:

These studies indicate a severely limited supply of regulated child care arrangements during nonstandard hours and days, especially compared to the expected proportion of low-income parents who will need to work during these hours. However, the lack of information about parents' preferences for child care arrangements during nonstandard work schedules makes it difficult to determine whether this supply of regulated child care

arrangements is sufficient to meet the demand among low-income parents. (page 25)

In addition, the review found:

The child care arrangements available to parents who worked nonstandard schedules were so unreliable that sustaining full-time employment was almost impossible. The study found that the type of employment parents could obtain limited their child care options, and the unreliable child care that parents found, in turn, limited their ability to find better employment. In fact, 20 percent of parents in the study population had returned to welfare in the past year because of child care problems. (page 37)

The report cited several ways to address the problem of finding acceptable child care during nonstandard hours:

To encourage parents to choose this care, it may be necessary to ensure that care is less expensive to parents than other options, that the quality is high, and that the site is near the workplace or homes of families, thus reducing commuting costs relative to other options. Employers and community based-organizations have used several strategies to provide child care with these characteristics. (page 48)

Large firms that employ shift workers 24 hours per day may decide that on-site child care is a worthwhile investment. (page 48)

Community-based organizations can encourage and help employers with on-site care. (page 49)

Employers can also form partnerships with community child care providers to extend their hours to cover the work schedules of their employees. (page 50)

A strategy that could require less initial investment and less control by employers, but that may yet help employees find acceptable child care during nonstandard hours is to reserve slots in existing child care centers and family child care homes for children of employees. (page 50)

Recruiting and training family child care providers can target resources towards gaps in the supply of child care during nonstandard schedules for parents who work for large and small businesses. (page 52)

For additional information, contact Mathematica at 609-799-3535 or on the Web at <http://www.mathinc.com>.

■ *Who's Minding the Kids? The Need for Around-the-Clock Child Care in New York's 24-Hour Economy* (December 1998), a policy brief from United Neighborhood Houses, discusses a

shortage in New York City of licensed, quality child care for parents who work nonstandard hours. For additional information, contact United Neighborhood Houses of New York, Inc., Neighborhood Networks for Family Child Care at 212-967-0322 or on the Web at <http://www.unhny.org>.

■ *The Study of Non-Traditional Hour Child Care* (July 1998), by Parents United for Child Care, states:

The need for child care during the evening, night, or early morning is not a new one. Five million women worked full time, non-standard hour schedules in 1991. Those numbers are expected to grow as more adults enter the workforce. Between 1985 and 1997, the number of full-time wage and salary employees working non-standard shifts increased from 11.6 million to 15.2 million, by 30 percent, to about 17 percent of the total workforce. The top ten occupations projected by the Bureau of Labor Statistics to experience the most growth from 1995 - 2005 employ a large percentage of their workers during non-standard hours. Excluding only system analysts from the list of top ten growth occupations, the percentage of employees working non-standard hours in the occupations projected to comprise 26.8% of all job growth by the year 2005 range from 14.4% to 91.0%. Eight of the top ten occupations employ between 58.5% and 91.0% non-traditional hour workers. (page 3)

While the greatest amount of job growth is projected to occur in service occupations with a large amount of shift work, women moving off of welfare into the labor market are more likely than others to fill these service sector jobs. One quarter of employed, low-educated women with children currently work in one of the top ten growth occupations. One tenth of employed low-educated women with children work as cashiers or cleaners, two of the top ten projected growth occupations. 81.7% of cashiers work non-standard schedules and 58.5% of cleaners work non-traditional schedules. The projections for labor market growth suggest that the proportion of low-educated women with children in these service occupations which require work during non-traditional hours will only grow as more low-educated women with children move from welfare into employment. (page 3)

For additional information, contact Parents United for Child Care at 617-426-8288 or on the Web at <http://nccic.org/ccpartnerships/profiles/united.htm>.

■ *Working Out of Poverty: Employment Retention and Career Advancement for Welfare Recipients* (July 1998), a report from the National Governors Association Center for Best Practices, states:

Breakdowns in support systems, such as child care... contribute to welfare recipients or former recipients leaving their jobs. Access to child care that is reliable, affordable, convenient to the job or home, and is suited to the employee's

work schedule is a formidable challenge for many recipients. (page 10)

This resource is available on the Web at

[http://www.nga.org/center/divisions/1,1188,T\\_CEN\\_ESS^C\\_ISSUE\\_BRIEF^D\\_1854,00.html](http://www.nga.org/center/divisions/1,1188,T_CEN_ESS^C_ISSUE_BRIEF^D_1854,00.html).

For additional information, contact the National Governors Association at 202-624-5300 or on the Web at <http://www.nga.org>.

■ *Ahead of the Curve* (1998), by the Families and Work Institute, draws on a wide range of research and incorporates case studies of businesses in the area of family and work. The report states:

Finding child care is especially difficult for employees who work evening or weekend hours or for those who have rotating shifts. More and more U.S. workers find themselves working nonstandard hours as the trend toward a global, service-based economy intensifies. More and more businesses need to keep their doors and their phone lines open during early mornings, evenings, nights and weekends. (pp. 62–63)

More than 14 million employees - nearly 20 percent of the full-time workforce - worked nonstandard hours in 1991. A significant percentage of them are women and mothers. (page 63)

Thirty-two percent of employed parents with children under the age of six work non-daytime shifts, according to the 1997 National Study of the Changing Workforce (NSCW). In 1991, five million of the full-time workers with nonstandard hours (more than a third) were women. The prevalence of shift work is increasing most rapidly in the service sector, which encompasses many jobs traditionally held by women. The number of jobs that demand shift work is expected to rise in coming years. (page 63)

Most child care providers offer day care during the traditional working hours of nine to five. A recent General Accounting Office (GAO) survey of child care providers found that only a minority (from 12 to 35 percent) offer care during nontraditional hours; most of these providers work out of their homes and have room for relatively few children. Weekend work is also problematic. Data from the 1989 National Child Care Survey show that one-third of working poor mothers (incomes below poverty) and more than one-fourth of working-class mothers (annual incomes above poverty but below \$25,000) work weekends. Yet only 10 percent of centers and 6 percent of family day care homes report providing care on weekends. (Executive Summary, page xix)

For additional information, contact the Families and Work Institute at 212-465-2044 or on the Web at <http://www.familiesandwork.org>.

■ *Child Care You Can Count On - Model Programs and Policies* (1998), produced by the Annie E. Casey Foundation, is a companion resource guide to the *1998 KIDS COUNT Data Book*, also by the Annie E. Casey Foundation. It describes several companies that are addressing child-

care needs during nontraditional hours. This resource is available on the Web at <http://www.aecf.org/publications/child/afford.htm>.

■ *Improving Services for Children in Working Families* (1998), by the National Governors Association, profiles nearly 60 State initiatives to improve services for children in working families. This resource is available on the Web at <http://www.nga.org/cda/files/IB1998WORKFAMILIES.pdf>.

■ *The 1997 National Study of the Changing Workforce* (1998), by the Families and Work Institute, provides a resource for understanding how work, family, and personal life fit together. For additional information, contact the Families and Work Institute at 212-465-2044 or on the Web at <http://www.familiesandwork.org>.

■ *Removing Barriers to Employment: The Child Care-Jobs Equation* (May 1998), by the Employment and Training Institute, University of Wisconsin-Milwaukee, examined the utilization of child care subsidies by low-income parents in Milwaukee County over a 21-month period from January 1996 through September 1997. The study examines factors such as the use of child care subsidies and barriers to utilization. The study found:

Previous analysis of families leaving AFDC has shown that one-third are employed in part-time or temporary jobs. Single parents with part-time, evening and variable work hours may have difficulty arranging consistent child care, particularly care that meets present regulatory requirements and registration procedures.

This resource is available on the Web at <http://www.uwm.edu/Dept/ETI/ccare.htm>.

■ *What Choices Do They Have? The Supply of Center-Based Child Care in Low-Income Neighborhoods* (March 1996), by Mathematica Policy Research, Inc. states:

Low-wage workers often have nonstandard work schedules and need child care during evenings or on weekends. One-third of working-poor mothers and more than one-fourth of working-class mothers work weekends. Approximately 10 percent of mothers work during the evening or night. Almost half of working-poor parents work on a rotating or changing schedule and need flexible arrangements (Hofferth 1995). (page 7)

Very few centers offer care during evenings or on weekends. Overall, 10 percent of centers offer weekend care and 3 percent offer care during evenings (Kisker et al. 1991). These percentages vary little across neighborhoods. Evening and weekend care in centers is scarce everywhere. (page 7)

For additional information, contact Mathematica at 609-799-3535 or on the Web at <http://www.mathinc.com>.

■ *Care Around the Clock: Developing Child Care Resources Before 9 and After 5* (1995), by the U.S. Department of Labor, Women's Bureau, offers a synopsis of the challenges and issues involved in developing nontraditional hours child care, as well as a summary of promising practices. Contact information for companies and organizations profiled in the publication is included for gathering further resources. These organizations include large and small manufacturers, private service industry personnel, and consortia of community businesses. For additional information, contact the U.S. Department of Labor, Women's Bureau at 800-827-5335 or on the Web at <http://www.dol.gov/wb/>.

The National Child Care Information Center does not endorse any organization, publication, or resource.

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